

<p><b>Pay Definitions: Note these are definitions for pay items that may show up in any of the Eassons Transportation Group pay grids. The pay grid determines whether you are eligible for these pay items or not. This grid does not indicate that you are entitled to these pay items it just defines them should they be on your applicable pay grid.</b></p>	<p style="text-align: center;"><b>Pay Grid - Rev 27 (November 2023)</b></p>
<p>Truck Unavailability New Drivers</p>	<p>Applies to new employees only who are waiting for their first truck assignment. A non paid waiting period of 4 days applies from the date they are completed their orientation and deemed ready to drive solo. After waiting period, 5 paid days (maximum 8 hours per day) will be paid as per the pay grid and followed by 2 unpaid days and repeat. PO's must be requested and approved by Lead Fleet Manager.</p>
<p>Truck Unavailability Home Terminal Senior Drivers</p>	<p>If a driver refuses to keep rolling in a spare or rental, then no breakdown pay eligibility. If a spare or rental cannot be secured with 48 hours and the driver is ready to go to work at the 49th hour of ending last dispatch, then breakdown pay will begin. Maximum of 8 hours of hourly pay in a 24-hour period. To be eligible for breakdown pay the driver must have a PTA (Planned Time Available) set with their Fleet Manger and be ready to work each day. Failure to be available pauses the eligibility until said PTA is re-established. PO's must be requested and approved by Lead Fleet Manger. Does not apply if as a result of a preventable incident.</p>
<p>USA Return Trip Cross Border Premium</p>	<p>Eligible when leaving the USA, picks up a new load in Ontario or Quebec and then is immediately dispatched on a new trip back into the USA regardless of miles <u>or</u> leaves Ontario and Quebec to the USA and the trip is less than or equal to 550 miles . This will include loads that originate in other provinces, but have been dropped in Ontario and Quebec. PO's must be requested and approved by Fleet Manager.</p>

Linehaul Pick and Drop	Include all stops (one physical address is considered 1 stop) per line-haul trip where freight is picked up or delivered including our terminals; meat inspections qualify. The driver must be available where required to supervise loading or unloading freight and sign documentation. AS LD AC DL macros for each pick and drop are required. Drop pay is not paid for moving empty trailers between linehaul trips.
Waiting Time	Waiting time, paid when waiting over a defined period of time (see pay contract(s) for definition of time and an eligible pay item), at picks / drops rounded to nearest 15 minutes, maximum of 10 hours per day. Must have sent waiting time start with in 15 minutes of start of waiting period and waiting time pay request to activate pay and be on time for stop (does not apply at Eassons Transport terminals). Does not apply between stops. Effective April 1, 2010 failure to submit macros will result in no waiting time pay.
Layover	Layover begins when you complete your current dispatch (ie, delivered at consignee or drop a trailer at a terminal or other location). Layover pay begins after you have waited the greater of 10 hours or required hours of service reset, after this time layover pay will be paid in full after an additional 10 hours, or prorated at 1 hour intervals if less than 10 hours.
	Layover ends when you are <u>required</u> to move to commence your next ***Dispatch.
	***Dispatch
	1 - EMPTY DISPATCH: An Emty leg > 650 miles (NFLD ferry = 400 miles) is defined as an independent dispatch. Layover time ends when trailer is ready for pickup, less transit time to pickup the trailer. - OR -  2 - LOADED DISPTACH: A loaded trip with an empty reposition of < or = 650 miles is a dispatch. Empty leg(s) plus loaded leg(s) is one dispatch. Layover time end at first pickup appointment time less transit time.  Fleet Manager approves the layover with a PO#. Local P&D work will not affect your layover period. If a driver is able to spend the night at their home or at their <b>home terminal</b> then they are not eligible for the layover. If the layover is as a result of refusing any load then the driver is not eligible for the layover(s) pay.
PO	PO's must be submitted within 24 hours of the work being completed to be eligible for approval.
Unreasonable Dispatch	Approved Scenarios: 1) USA Shipper to ON/QC (visa versa) Consignee is 650 miles or less with Friday pickup for Monday delivery or beyond. One day paid in this scenario.  2) ON/QC Shipper to Maritimes (visa versa) Consignee with Thursday pickup for Monday delivery or beyond. Alternatively, Friday pickup for Tuesday delivery or beyond. One day paid in this scenario.  3) NFLD Shipper to Maritimes (visa versa) Consignee with Friday pickup for Monday delivery or beyond. One day paid in this scenario.  End of an empty disptach is the beginning of your next loaded dispatch. In each of the above scenarios one unreasonable dispatch is paid. Each additional day (ie. Monday, Tuesday, et....) beyond any of the above scenarios consitutes an additional unreasonable dispatch and unreasonable dispatch pay as per the pay grid for the rate.
Local Pickup and Delivery	Local (any single trip that is 250 miles or less) pickup and delivery (of freight and/or trailers) that is not part of your linehaul trip. Maximum pay (see pay grid) per physical address - does not include Terminal(s). Paid hourly only when approved by Fleet Manager (no paid miles), otherwise pick plus miles.

LTL Trip	Trips are considered LTL when there are more than 4 picks or 4 drops; including terminals. The picks will be considered independant of the drops when determining LTL pay rates. The LTL pay rate will apply to all paid picks if above 4. The LTL rate will apply to all paid drops if above 4.
Ferry Delay	Paid if ferry has not departed, arrived or not loaded within 24 hours and for each additional 24 hours.
Shunting	Paid when both a hook and unhook are performed on one trailer other than your dispatched trailer . Dispatch approved and not paid at terminals.
Switches	When two drivers meet and switch trailers. Are only paid when part of the linehaul trip, including switching at a ferry and only when approved by dispatch.
Terminal	Mississauga (ONTARIO), Kentville (NOVA SCOTIA), Mount Pearl (NEWFOUNDLAND), Belleville (ONTARIO), Moncton (NEW BRUNSWICK), Albany (PRINCE EDWARD ISLAND), Sydney (NOVA SCOTIA)
Minimum Pay Per Day (Weekly Average)	April 27, 2018 to May 3, 2018 shall be the first applicable pay period for this pay item. Current employees shall have their individual daily minimum calculated base on historic annual pay and days on the road. The daily minimum shall be 90% of the individual driver's actual annual average. New hires shall start as per the pay grid. Payroll shall calculate the days on the road used for the calculation off the drivers actual log each pay period. The calculation shall be derived by using a start date and time from their home terminal location (or home if approved) and an end date and time to the same location. 24 hours shall be deducted for a 24 hour reset and for a refusal of a load. 36 hours shall be deducted for a Canadian reset and 34 hours for a US reset. 24 hours shall be deducted for each personal day taken while on the road (prorated if necessary).
ONTARIO BASE RATES	Ontario drivers licence and primary residence in Ontario, approved by HR/RISK TEAM